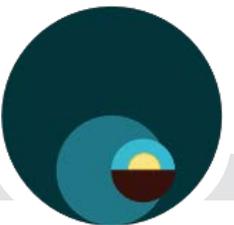
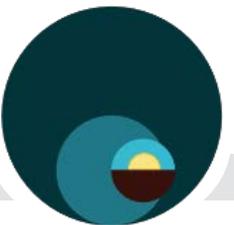


APD Divisional Equity Assessments



COA/APD Equity Assessment Tool

- ❑ Developed in partnership with Equity Action Team
- ❑ Recognized by Open Government Partnership as a Star level intervention for transparency and potential impact
- ❑ By end of 2020, 100% of departments will complete
- ❑ APD completing assessment at divisional level
- ❑ C+APD Approach



Operation alizing Equity - Values

Lead with
Race/Ethnicity

Focus on human
centered design and
institutional empathy

Engage residents,
especially those
adversely affected, in
decision making

Bring conscious
attention to racial
inequities and
disparities *before*
decisions are made

Avoid or minimize
adverse impacts and
unintended
consequences

Affirm our
commitment to
equity, inclusion, and
diversity



High Level Findings

- Loss of community trust
- Culture of Fear
- Incomplete Data Collection
- No Codified Equity Plans or Standards
- Lack of understanding of the core principles of racial equity

Divisions Assessed

- Training
- Recruitment
- Data Planning
- Internal Affairs
- Finance
- Human Resources
- Victim Services





STRENGTHS	WEAKNESSES
<p>Collects some demographic data on division staff</p> <p>Collects some demographic data on cadet classes</p>	<p>Lack of diversity among division staff</p> <p>Division does not analyze demographic data on contractors/consultants</p> <p>Division does not collect demographic data on racial disparities among client populations</p> <p>Division does not have strategies in place to ensure racial and ethnic diversity of staff</p> <p>Does not provide division-specific equity training, does not collect data or perform assessments on impact of equity trainings</p> <p>Does not provide any specific or measurable standards for ensuring equitable practices</p>
OPPORTUNITIES	THREATS
<p>Development of concrete equity standards and assessment processes</p> <p>Development and implementation of training modules on critical race issues as part of recruiting, training, orientation and onboarding processes</p> <p>Collaboration with Equity Office and community to develop and implement specific accountability metrics for ensuring equitable practices</p>	<p>Lack of political will among APD leadership at many levels threatens meaningful change</p> <p>High-profile incidents resulting in civilian harm or death undermine community equity-driven reform efforts and further erode community trust in APD reform commitments</p> <p>Division training materials, including materials used in de-escalation trainings, contribute to culture of fear, mistrust between police officers and community members</p>

SWOT Analysis APD Training Division



Researcher Recommended: A Redesign of APD Training Academy and Training Division

“This assessment found significant racial and gender disparities in the standards and practices of APD’s Training division. Division leadership failed to produce any measurable standards for ensuring equitable practices. The division’s self-assessment identified one black employee out of 57. Data provided by APD highlighted further disparities in graduation rates, with 81.6% of white male cadets graduating from the academy compared to 48.5% of Black male cadets. Over five years, Black cadets accounted for only 5.19% of all academy graduates and were more likely to leave the academy or sustain an injury than any other racial group. All racial groups, other than white cadets, were underrepresented in graduating classes.”





Next Steps

- Inform the discussion around future cadet classes and the design
- Inform comprehensive audit of APD by Kroll and Associates
- Inform the work of the Reimagining Public Safety Task Force
- Work with divisions to develop equity action plans
- Connect with data from Community Video Review Panel
- Begin planning for next set of divisions